



Update
WARN #20180421

March 1, 2019

VIA EMAIL (eddwarnnotice@edd.ca.gov) AND OVERNIGHT DELIVERY

WARN Act Coordinator, Statewide Services Unit, Workforce Services Division
Employment Development Department
P.O. Box 826880, MIC 50/Room 5099
Sacramento, CA 94280-0001

VIA OVERNIGHT DELIVERY

John M. Solis, Executive Director
Employment and Economic Development Department
San Joaquin County
56 South Lincoln Street
Stockton, CA 95203

VIA OVERNIGHT DELIVERY

Sonny Dhaliwal, Mayor
City of Lathrop
390 Towne Centre Drive
Lathrop, CA 95330

Re: Notice Pursuant to Worker Adjustment and Retraining Notification Act - Updated

This letter supersedes information previously provided.

As previously reported, Tesla recently announced it is undergoing an effort to manage and proactively lower costs in order to make our products as affordable as possible so we can make them available to as many people as possible. This is ultimately our mission: to accelerate the world to sustainable energy; it's a challenging one that requires Tesla to work harder than other manufacturers to survive. In order to do this, we recently made the difficult decision to reorganize teams and operations, and reduce our full-time Tesla global headcount by approximately 7%.

As a result, individuals employed by Tesla, Inc. (directly or through the affiliated employing entity) working at 18280 Harlan Rd. and 18250 Murphy Parkway, Lathrop, CA (collectively, "the Facility") will be impacted on a rolling basis, starting March 20, 2019.

These are very difficult decisions and we have prepared our team to assist with any questions impacted employees may have during this transition and are here to help. We are thankful for everything they have done to advance our mission and are deeply grateful for their contributions to Tesla.

As a result of this action, some employees at the Facility may transfer to other locations and some positions will be eliminated. Impacted employees will continue to be employed and to receive their normal pay and benefits for at least 60 days from their date of notification.

This action is expected to be permanent. Because Tesla does not recognize bumping rights for employees affected by this action, terminated employees may not displace remaining employees based

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Tesla, Inc.
6800 Dumbarton Circle, Fremont, CA 94555

on seniority or any other factor. Affected employees have been notified and provided detailed information on next steps, and will be paid all wages and other benefits to which they are entitled through their date of separation. We provided as much notice as we can to impacted employees and prepared our team to assist in their transition.

This notice is provided pursuant to any possible obligation under the federal Worker Adjustment and Retraining Notification Act (“WARN”), and/or state equivalent. Based on current information, we anticipate that approximately 141 employees who work at the Facility will be impacted or separated from Tesla, on a rolling basis, starting no earlier than 60 days from their date of notification which in some cases may be as early as March 20, 2019, although impacted employees may transfer or choose to apply to open positions. Attached is a updated list of affected positions and corresponding number of affected employees at the Facility, updated to include currently-known information, although some may transfer to other locations and/or apply to other roles. *This information supersedes information previously provided.* No employees affected positions are represented by a union or any other collective bargaining representative. Additional information may be provided, as needed, as it becomes available.

Our internal Workforce Development team will be in touch shortly to coordinate resource sharing and training for impacted employees, if they have not done so already. Thank you for your support and please let us know if we can answer any questions you may have. For further information, please contact Dan Chia at 510-299-0210.

**UPDATED LIST OF AFFECTED JOB POSITIONS
AT THE FACILITY**

<u>Job Title and Corresponding Number of Impacted Employees</u>	
Associate Mgr Facilities	1
Engineering Technician I	1
Engineering Technician II	5
Engineering Technician III	1
Environmental Sustainability Technician II	1
Equipment Maintenance Technician I	1
Equipment Maintenance Technician II	6
Equipment Maintenance Technician III	4
Lead Equipment Maintenance Technician III	1
Lead Material Handler IV	1
Lead Production Associate III	1
Maintenance Support II	1
Material Handler I	5
Material Handler II	3
Material Handler III	3
Process Technician II	1
Process Technician IV	1
Production Associate I	22
Production Associate II	20
Production Associate III	29
Production Associate IV	7
Remanufacturing Technician I	5

Remanufacturing Technician II	3
Remanufacturing Technician III	2
Sr Mgr Manufacturing Engineering	1
Supervisor Manufacturing	4
Supervisor Production Control	1
Supervisor Tool and Die	1
Tool and Die Specialist III	1
Tool and Die Specialist IV	2
Welder II	4
Welder III	2